

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Review Item:

KDE Employment Report

Applicable Statute or Regulation:

KRS 18A, KRS 156.017, House Bill 502 (Budget Bill-2000 General Assembly); Executive Order 96-612, House Bill 727 (1998 General Assembly)

History/Background:

Existing Policy. The Kentucky Board of Education authorized a minimum 10% minority employment goal for the Department of Education in 1994. This percentage approaches the state minority student population. In addition, KRS 18A.138, passed in 1996, represented legislative confirmation of Governor Patton's Executive Order 96-612, which continued the State Affirmative Action Plan in force as in previous administrations.

The Department of Education's minority employment goal exceeds the Kentucky State Government goal and is designed to: 1) provide equal opportunities for recruitment and selection at all levels of the department; 2) mirror the student population of Kentucky's schools; and 3) provide for a multi-talented and diverse workforce that can provide quality leadership and professional services to local school district administrators, teachers, parents, students and citizens.

The Kentucky Department of Education (as of the close of business, April 30, 2005) employed 639 full time employees. The department's full time work force includes 567 non-minority employees and 72 minority employees. Minority employees represent 11.3% of the department's full time work force. The department's Frankfort-based full time work force of 383 employees includes 339 non-minority employees and 44 minority employees. Minority employees represent 11.5% of the department's full time, Frankfort-based work force. One year ago, on April 30, 2004, department employment stood at 661. Of these, 78 (11.8%) were minority employees. The department's full time workforce has therefore decreased by 22 over the past year and overall minority employment has decreased by 6 during that same period. Minority employment as a percentage of the overall work force has decreased by 0.5% from one year ago. Among Frankfort-based positions, overall employment one year ago stood at 399, with 50 (12.5%) of Frankfort-based positions held by minorities. Therefore, KDE Frankfort-based

overall employment has decreased by 16 over the past year, and minority employment in Frankfort-based positions has decreased by 6 during that same period. Minority employment as a percentage of overall employment among Frankfort-based positions has decreased by 1%. During the two-month period from March 1 through April 30, 2005, there were 6 KDE appointments, one of whom was a minority appointment. There were 0 appointments to leadership positions, 6 appointments to professional positions (one of whom was a minority), and 0 appointments to support positions. There were 8 separations from employment with the department; of these, 2 were minority employees. There was 1 separation from a leadership position; there were 5 separations from professional positions (2 of whom were minority employees) and 2 separations from support staff positions (neither of whom was a minority employee). The most recent separation was the departure of Roger Cleveland, one of our most outstanding and promising leaders. Because of this and other losses of minorities in critical professional positions, KBE is engaged in an aggressive outreach program to identify qualified persons.

The Kentucky Department of Education hiring is currently subject to a hiring freeze issued by Governor Fletcher's Executive Order 2003-023. This order implements a hiring freeze covering all vacant positions throughout state government and limits the establishment of new positions to those certified as necessary by the agency head and approved as such by the Governor and Secretary of the Personnel Cabinet.

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